![CPS Human Resource Services]

SENIOR SOFTWARE DEVELOPER

Sacramento, CA
$64,816–$81,020 Annual + Opportunity for Performance Bonus

THE ORGANIZATION
CPS is a self-supporting public agency providing a full range of human resource services to the public and nonprofit sectors. We have unique expertise in delivering HR management and consulting services, employment testing and assessment services, and applicant tracking software to government agencies throughout North America. We assist organizations across the talent management continuum in recruiting, selecting, and developing employees.

THE POSITION
Our Information Services Division is currently seeking an experienced software developer to provide software development, maintenance and design for a newly implemented Applicant Tracking System. The successful candidate will analyze, develop, assist and implement computer software applications and e-commerce and internet capabilities, resolve information technology problems, and may train and provide technical advice to other professional staff.

KEY DUTIES
Duties may include, but are not limited to:

- Analyzes user needs and information to determine program needed behaviors.
- Consults with managerial and quality assurance personnel to clarify program intent, identify problems, define project limitations and capabilities, and set performance requirements.
- Analyzes data storage and needs and develops database schema for the application.
- Analyzes software requirements to determine feasibility of design within time and cost constraints.
- Compiles specific information on factors such as user interface, reporting formats and security needs.
- Stores, retrieves and manipulates data for analysis of system capabilities and requirements.
- Develops specifications and designs methods for program unit self-testing routines.
- Converts project specifications and statements of problems and procedures to detailed design specifications for coding into a high-level computer language.
- Designs utility programs to convert legacy databases and install and migrate database versions.
- Documents program architecture and development, and makes subsequent revisions.
- Prepares programming specifications and diagrams that describe input, output and logical operation, and converts them into a series of instructions coded in high-level languages such as .NET and C#.
- Conducts trial runs of programs and software applications to be sure the instructions are correct and that they produce the desired information and drafts project plans and software specifications proposals.
- Organizes stores and retrieves source code in specialized version control and project management databases.
- Corrects coding errors by making appropriate changes and then rechecking the program to ensure that the desired results are produced.
- Repairs and enhances existing computer applications and specialized utility programs to increase operating efficiency or adapt to new requirements.

QUALIFICATIONS:
Education: Bachelor's Degree in a relevant field. Professional experience may substitute on a year for year basis.
Experience: Two years of professional experience performing technical level programming using C# and .NET.

BENEFITS: Our excellent benefits package includes; health, dental, vision, life, retirement, and many other competitive benefits.

SELECTION PROCESS: Qualified candidates must complete the online application form. Faxes and resumes will not be accepted. Applications will be reviewed for related experiences and education. Those most qualified will be contacted to participate in an in person interview. Selected candidate must complete background check.

CPS is an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER